

Stacey M. Leyton (SBN 203827)  
Barbara J. Chisholm (SBN 224656)  
Danielle Leonard (SBN 218201)  
ALTSHULER BERZON LLP  
177 Post Street, Suite 300  
San Francisco, CA 94108  
Tel: (415) 421-7151  
Fax: (415) 362-8064  
[sleyton@altber.com](mailto:sleyton@altber.com)  
[bchisholm@altber.com](mailto:bchisholm@altber.com)  
[dleonard@altber.com](mailto:dleonard@altber.com)

Elena Goldstein (pro hac vice)  
Skye Perryman (pro hac vice)  
Tsuki Hoshijima (pro hac vice)  
**DEMOCRACY FORWARD FOUNDATION**  
P.O. Box 34553  
Washington, DC 20043  
Tel: (202) 448-9090  
Fax: (202) 796-4426  
[egoldstein@democracyforward.org](mailto:egoldstein@democracyforward.org)  
[sperryman@democracyforward.org](mailto:sperryman@democracyforward.org)  
[thoshijima@democracyforward.org](mailto:thoshijima@democracyforward.org)

*Attorneys for Plaintiffs*

[Additional counsel and affiliations listed on signature page]

UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF CALIFORNIA  
SAN FRANCISCO DIVISION

AMERICAN FEDERATION OF  
GOVERNMENT EMPLOYEES, AFL-CIO,  
et al..

## Plaintiffs,

V.

DONALD J. TRUMP, in his official capacity  
as President of the United States, et al..

## Defendants.

Case No. 3:25-cv-03698-SI

**PLAINTIFFS' RESPONSE TO  
DEFENDANTS' SUBMISSIONS RE:  
DEPARTMENT OF HOUSING AND  
URBAN DEVELOPMENT**

1 Pending before this Court is Plaintiffs' request that the Court confirm that the May 2025  
 2 termination of probationary employees by the Department of Housing and Urban Development  
 3 ("HUD") are actions enjoined by the Court's injunctions halting implementation of Executive  
 4 Order 14210. ECF 148. Because HUD has yet to provide the Court with information in its  
 5 possession that is directly relevant to this question, Plaintiffs request that the Court now direct  
 6 HUD to produce for in camera review any and all versions of the Phase 2 ARRP, drafts or  
 7 otherwise.

8 To recap the pertinent events: upon learning that HUD had terminated probationary  
 9 employees on or about May 15, and after efforts to meet and confer failed to resolve the issue,  
 10 Plaintiffs alerted the Court and requested an urgent status conference. ECF 148.<sup>1</sup> At the status  
 11 conference held on June 4, 2025, this Court ordered HUD to file, by no later than June 9, "a factual  
 12 showing (and further legal argument, if the government wishes) in support of its position as to why  
 13 the ... HUD actions (see Dkt. No. 148) are not covered by the Preliminary Injunction." ECF 151.  
 14 HUD filed a June 9 declaration in response. ECF 155-1. The Court on June 13 found that the  
 15 declaration did not provide the Court with "enough information to determine whether or not this  
 16 action was prohibited by the Court's injunction" and further ordered HUD to present for in camera  
 17 review the March and April versions of the Agency RIF and Reorganization Plan ("ARRP") by  
 18 June 17. ECF 162. On June 17, upon review of HUD's in camera submission, the Court observed:  
 19 "HUD has submitted two versions of Phase 1 ARRPs but no Phase 2 ARRP." ECF 169. The

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21 <sup>1</sup> HUD had terminated probationary employees en masse at OPM's direction on February 14, 2025.  
 22 Two lawsuits (one in this Court, and one in the District of Maryland) challenged those terminations  
 23 as unlawful. See *AFGE v. OPM*, N.D. Cal. Case No. 25-cv-01780-WHA; *Maryland v. USDA*, D.  
 24 Md. Case No. 1:25-cv-00748-JKB. HUD was not one of the six federal agencies covered by the  
 25 initial injunction issued by this Court. On March 13, 2025, the District of Maryland issued a TRO  
 26 requiring HUD's reinstatement of its terminated probationary employees. *Maryland v. USDA*, No.  
 27 1:25-cv-00748-JKB (D. Md. Mar. 13, 2025), ECF No. 44. Pursuant to that order, HUD reinstated  
 28 those employees as of March 17, 2025. *Maryland v. USDA*, No. 1:25-cv-00748-JKB (D. Md. Mar.  
 17, 2025), ECF No. 52-1 at 24 (Michalski Declaration: explaining that 312 previously terminated  
 probationary employees were reinstated to employment by March 17, 2025). The March 17  
 reinstatement appears to have occurred after the creation and submission of HUD's Phase 1 ARRP  
 to OMB/OPM on or around March 13. The TRO was later extended by a preliminary injunction,  
 but the injunction requiring HUD's reinstatement of probationary employees was subsequently  
 stayed by the Fourth Circuit on April 9. *Maryland v. USDA*, No. 25-1248 (4th Cir. Apr. 9, 2025),  
 ECF No. 139. HUD did not, however, immediately re-terminate those probationary employees,  
 and waited until May 15 to do so, as previously established by Plaintiffs. ECF 148.

1 Court ordered HUD to provide the Phase 2 ARRP or provide “a declaration explaining why such  
 2 ARRP is not available” by June 18. On June 18, 2025, HUD submitted a declaration rather than  
 3 provide any Phase 2 ARRP to the Court. ECF 170-1.

4 The April 18 HUD declaration appears to acknowledge that a Phase 2 ARRP exists, but  
 5 states that it is a draft and therefore not within the technical language of the Court’s June 13 order  
 6 because it was not yet submitted to OMB/OPM. *Id.* However, the question before the Court is  
 7 whether HUD has terminated probationary employees as part of its implementation of the  
 8 President’s “Workforce Optimization” Executive Order, the OMB/OPM implementing  
 9 Memorandum, or the ARRPs created to implement those directives. *That* question does not turn on  
 10 whether the HUD Phase 2 ARRP is still a draft nor whether it has been submitted to (or approved  
 11 by) OMB/OPM. Rather, if HUD has drafted a Phase 2 ARRP that includes probationary  
 12 terminations in its workforce reduction efforts and calculations (or, on the other hand, if it does not  
 13 address or include those terminations), that information is directly relevant to the question before  
 14 this Court.

15 As Plaintiffs previously explained, there is strong reason to believe that HUD has  
 16 considered these probationary terminations to be part of its efforts to comply with the challenged  
 17 Executive Order: the OMB/OPM Memorandum identified probationary terminations as a “tool” to  
 18 be used to effectuate the President’s directive, and the OMB/OPM Phase 2 cover sheet directs each  
 19 agency to report the numbers of terminated probationaries. ECF 148 By the time HUD’s new  
 20 terminations took place, HUD had submitted at least one ARRP, and the status of the Phase 2  
 21 ARRP is not known to anyone other than Defendants. HUD should be required to turn over  
 22 relevant information that will shed light on whether HUD considered the May termination of  
 23 probationary employees to be part of the ARRP and workforce reduction efforts to implement the  
 24 Executive Order at issue in this case. Therefore, in order for this Court to resolve the question of  
 25 whether HUD has complied with the Court’s injunction, Plaintiffs request that HUD be required to  
 26 promptly provide any and all versions of the Phase 2 ARRP (and any and all attachments or cover  
 27 sheets), regardless of whether that ARRP was considered a “draft” and/or submitted to OMB/OPM,

1 for this Court's in camera review and to Plaintiffs' counsel under the same limitations set out in the  
2 Court's May 15, 2025 order, ECF No. 109 at 5.

3  
4 Respectfully submitted,

5 DATED: June 20, 2025

6 Stacey M. Leyton  
7 Barbara J. Chisholm  
8 Danielle E. Leonard  
9 Corinne F. Johnson  
10 Alice X. Wang  
11 Robin S. Tholin  
12 Aaron Schaffer-Neitz  
13 ALTSHULER BERZON LLP  
14 177 Post St., Suite 300  
15 San Francisco, CA 94108  
16 Tel: (415) 421-7151  
17 sleyton@altshulerberzon.com  
18 bchisholm@altshulerberzon.com  
19 dleonard@altshulerberzon.com

20 By: /s/ Danielle Leonard

21  
22 *Attorneys for All Union and Non-Profit Organization*  
23 *Plaintiffs*

24  
25 Elena Goldstein (pro hac vice)  
26 Skye Perryman (pro hac vice)  
27 Tsuki Hoshijima (pro hac vice)  
28 DEMOCRACY FORWARD FOUNDATION  
P.O. Box 34553  
Washington, D.C. 20043  
Tel: (202) 448-9090  
Fax: (202) 796-4426  
egoldstein@democracyforward.org  
sperryman@democracyforward.org  
thoshijima@democracyforward.org

29 By: /s/ Tsuki Hoshijima

30  
31 *Attorneys for All Union and Non-Profit Organization*  
32 *Plaintiffs (except NRDC) and for Plaintiffs City of*  
33 *Chicago, IL; Martin Luther King, Jr. County, WA;*  
34 *Harris County, TX; and City of Baltimore, MD*

1 Jules Torti (pro hac vice)  
2 PROTECT DEMOCRACY PROJECT  
3 82 Nassau St., #601  
4 New York, NY 10038

5 Erica J. Newland (pro hac vice)  
6 Jacek Pruski (pro hac vice)  
7 PROTECT DEMOCRACY PROJECT  
8 2020 Pennsylvania Ave., N.W., Suite 163  
9 Washington, D.C. 20006  
10 Tel: 202-579-4582  
11 jules.torti@protectdemocracy.org  
12 erica.newland@protectdemocracy.org  
13 jacek.pruski@protectdemocracy.org

14 By: /s/ Jacek Pruski  
15

16 *Attorneys for All Union and Non-Profit Organization*  
17 *Plaintiffs (except NRDC)*

18 Norman L. Eisen (pro hac vice)  
19 Spencer W. Klein (pro hac vice)  
20 STATE DEMOCRACY DEFENDERS FUND  
21 600 Pennsylvania Avenue SE #15180  
22 Washington, D.C. 20003  
23 Tel: (202) 594-9958  
24 Norman@statedemocracydefenders.org  
25 Spencer@statedemocracydefenders.org

26 By: /s/ Norman L. Eisen  
27

28 *Attorneys for All Union and Non-Profit Organization*  
29 *Plaintiffs (except NRDC)*

30 Rushab Sanghvi (SBN 302809)  
31 AMERICAN FEDERATION OF GOVERNMENT  
32 EMPLOYEES, AFL-CIO  
33 80 F Street, NW  
34 Washington, D.C. 20001  
35 Tel: (202) 639-6426  
36 Sanghr@afge.org

37 By: /s/ Rushab Sanghvi  
38

1 *Attorneys for Plaintiffs American Federation of*  
2 *Government Employees, AFL-CIO (AFGE) and AFGE*  
3 *locals*

4 Teague Paterson (SBN 226659)  
5 Matthew Blumin (pro hac vice)  
6 AMERICAN FEDERATION OF STATE, COUNTY,  
7 AND MUNICIPAL EMPLOYEES, AFL-CIO  
8 1625 L Street, N.W.  
9 Washington, D.C. 20036  
Tel: (202) 775-5900  
TPaterson@afscme.org  
MBlumin@afscme.org

10 By: /s/ Teague Paterson

---

11 *Attorneys for Plaintiff American Federation of State*  
12 *County and Municipal Employees, AFL-CIO*  
(AFSCME)

13 Steven K. Ury (SBN 199499)  
14 SERVICE EMPLOYEES INTERNATIONAL  
15 UNION, AFL-CIO  
16 1800 Massachusetts Ave., N.W.  
17 Washington, D.C. 20036  
Tel: (202) 730-7428  
steven.ury@seiu.org

18 By: /s/ Steven K. Ury

---

19 *Attorneys for Plaintiff Service Employees*  
20 *International Union, AFL-CIO (SEIU)*

21 David Chiu (SBN 189542)  
22 City Attorney  
23 Yvonne R. Meré (SBN 175394)  
Chief Deputy City Attorney  
24 Mollie M. Lee (SBN 251404)  
Chief of Strategic Advocacy  
25 Sara J. Eisenberg (SBN 269303)  
Chief of Complex and Affirmative Litigation  
26 Molly J. Alarcon (SBN 315244)  
Alexander J. Holtzman (SBN 311813)  
27 Deputy City Attorneys  
28 OFFICE OF THE CITY ATTORNEY FOR THE

1 CITY AND COUNTY OF SAN FRANCISCO  
2 1390 Market Street, 7th Floor  
3 San Francisco, CA 94102  
4 molly.alarcon@sfcityatty.org  
alexander.holtzman@sfcityatty.org

5 By: /s/ Alexander Holtzman  
6

7  
8 *Attorneys for Plaintiff City and County of San*  
9 *Francisco*

10 Tony LoPresti (SBN 289269)  
11 COUNTY COUNSEL  
12 Kavita Narayan (SBN 264191)  
13 Meredith A. Johnson (SBN 291018)  
14 Raphael N. Rajendra (SBN 255096)  
15 Hannah M. Godbey (SBN 334475)  
16 OFFICE OF THE COUNTY COUNSEL  
17 COUNTY OF SANTA CLARA  
18 70 West Hedding Street, East Wing, 9th Floor  
19 San José, CA 95110  
20 Tel: (408) 299-5900  
21 Kavita.Narayan@cco.sccgov.org  
22 Meredith.Johnson@cco.sccgov.org  
23 Raphael.Rajendra@cco.sccgov.org  
24 Hannah.Godbey@cco.sccgov.org

25 By: /s/ Tony LoPresti  
26

27 *Attorneys for Plaintiff County of Santa Clara, Calif.*

28 David J. Hackett (pro hac vice)  
General Counsel to King County Executive & Special  
Deputy Prosecutor  
Alison Holcomb (pro hac vice)  
Deputy General Counsel to King County Executive &  
Special Deputy Prosecutor  
Erin King-Clancy (pro hac vice app. forthcoming)  
Senior Deputy Prosecuting Attorney  
OFFICE OF KING COUNTY PROSECUTING  
ATTORNEY LEESA MANION  
401 5<sup>th</sup> Avenue, Suite 800  
Seattle, WA 98104  
(206) 477-9483  
David.Hackett@kingcounty.gov  
aholcomb@kingcounty.gov  
aclancy@kingcounty.gov

1 By: /s/ David J. Hackett

2 *Attorneys for Plaintiff Martin Luther King, Jr. County*

3 Sharanya Mohan (CABN 350675)  
4 PUBLIC RIGHTS PROJECT  
5 490 43rd Street, Unit #115  
6 Oakland, CA 94609  
7 Tel: (510) 738-6788  
sai@publicrightsproject.org

8 By: /s/ Sharanya Mohan

9 *Attorney for Plaintiffs Baltimore, MD, Chicago, IL,  
Harris County, TX, and King County, WA*

10  
11 Christian D. Menefee  
12 Harris County Attorney  
13 Jonathan G.C. Fombonne (pro hac vice)  
14 Deputy County Attorney and First Assistant  
15 Tiffany Bingham (pro hac vice app. forthcoming)  
16 Managing Counsel  
17 Sarah Utley (pro hac vice app. forthcoming)  
18 Division Director – Environmental Division  
19 Bethany Dwyer (pro hac vice app. forthcoming)  
20 Deputy Division Director - Environmental Division  
21 R. Chan Tysor (pro hac vice app. forthcoming)  
22 Senior Assistant County Attorney  
23 Alexandra “Alex” Keiser (pro hac vice)  
24 Assistant County Attorney  
25 1019 Congress, 15th Floor  
26 Houston, Texas 77002  
27 Tel: (713) 274-5102  
28 Fax: (713) 437-4211  
jonathan.fombonne@harriscountytx.gov  
tiffany.bingham@harriscountytx.gov  
sarah.utley@harriscountytx.gov  
bethany.dwyer@harriscountytx.gov  
chan.tysor@harriscountytx.gov  
alex.keiser@harriscountytx.gov

25 By: /s/ Jonathan G.C. Fombonne

26 *Attorneys for Plaintiff Harris County, Texas*

27  
28 Mary B. Richardson-Lowry,

1 Corporation Counsel of the City of Chicago  
2 Stephen J. Kane (IL ARDC 6272490) (pro hac vice  
3 app. forthcoming)  
4 Rebecca A. Hirsch (IL ARDC 6279592) (pro hac  
5 vice)  
6 Lucy Prather (IL ARDC 6337780) (pro hac vice)  
7 City of Chicago Department of Law,  
8 Affirmative Litigation Division  
9 121 N LaSalle Street, Suite 600  
Chicago, Illinois 60602  
Tel: (312) 744-6934  
Stephen.kane@cityofchicago.org  
Rebecca.Hirsch2@cityofchicago.org  
Lucy.Prather@cityofchicago.org

10 By: /s/ Stephen J. Kane

11 *Attorneys for Plaintiff City of Chicago*

12 Ebony M. Thompson  
13 Baltimore City Solicitor  
14 Sara Gross (pro hac vice app. forthcoming)  
15 Chief of Affirmative Litigation  
16 Baltimore City Department of Law  
17 100 N. Holliday Street  
Baltimore, Maryland 21202  
Tel: (410) 396-3947  
sara.gross@baltimorecity.gov

18 By: /s/ Sara Gross

19 *Attorneys for Plaintiff City of Baltimore*